



EUROPEAN
COMMISSION

Community Research

Commission proposal for Specific Programme

« **People** »

Marie Curie Actions

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Community Research

Community Human resources policy in research

- Financial Instrument: **Marie Curie Actions**
- Mobility Strategy
 - **ERA-More** Network
 - **Mobility portal** <http://europa.eu.int/eracareers>
 - Scientific visa
 - Best practice in private-public sector mobility
- Career development policy
 - Raising awareness actions
 - European Researchers **Charter**
 - **& Code** of conduct for the recruitment of researchers
- Strategy for University-based research





Community Research

People – Marie Curie Actions

- Part of an **integrated Human Resource Development policy** in R&D in Europe: attract/retain numerous, well-trained, motivated researchers in Europe
- Continuity of FP6, with focus on **structuring impact**, while simplifying
- Development of **adequate and broad skills** necessary for an activity in both the private and public sector
- Sustainable **career development**
- Increased **private sector** participation
- Strengthened **international dimension**
- **Gender mainstreaming**
- **Bottom-up approach**



People – Marie Curie Actions

Initial training:

- *Networks for Early stage researchers*

Life long training and career development:

- *Individual Fellowships*
- *Co-funding of national programmes*

Industry dimension:

- *Industry-academia partnership scheme*

International dimension:

- *Outgoing fellowships*
- *Incoming fellowships*
- *Cooperation scheme*
- *Scientific diasporas*



Community Rese

Initial training: Marie Curie Networks for early stage training

Objectives

- Strengthen and structure Early Stage Training at European level
- Improve career perspectives by broad skills development (including private sector needs)

Main features

- Trans-national network with joint training programmes, coherent quality standards and mutual recognition of training/diplomas
- Direct or indirect involvement of private business sector
- Training programme with (i) training through research (ii) complementary competences (structured training) modules
- Allowances for “*early-stage*” researchers and « *Chair* » positions; Short training events (conferences, summer schools, training courses), also open to researchers from outside the network





Community Research

Life-long training & career development: Marie Curie Individual fellowships

Objectives

- Career development of experienced researchers by: diversification skills/competencies; resume research/reintegrate after mobility ("significant step" in career)

Operated in:

- *Centralised mode*: selection/funding of fellows through call at EC level
- « *Co-funding* » mode:
 - Selection of « *co-funded* » national, regional and international programmes through open calls with clear evaluation criteria (no country quota)
 - Minimal conditions for programmes: trans-national; selection of fellows based on peer review; minimum social security coverage
 - Researchers apply to the co-funded national programmes
 - Community funding: % of fellowship costs of trans-national researchers





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Marie Curie International dimension

Objectives

- Reinforce **extra-European dimension** of the ERA through human resources

Main features

- **Career development/life-long training for EU researchers :**
 - **Outgoing fellowships**, with mandatory return
 - **Return and reintegration** for European researchers abroad
- **International co-operation through researchers from 3d countries :**
 - All Marie Curie host driven actions open to 3d country nationals
 - **Incoming fellowships** for knowledge enhancement and collaboration enrichment (optional return for researchers from certain areas)
 - **International cooperation scheme** with EU neighbouring countries and S&T agreement countries
 - Support to « **scientific diasporas** »





Community Res

Marie Curie Industry dimension

Objectives

- Enhance **diverse career possibilities** for researchers in Europe, by increasing the private sector involvement in all Marie Curie actions

Industry dimension is imbedded in all Marie Curie actions

- Create **pathways between industry and academia** and encourage **knowledge sharing / cultural exchange** (in particular SMES)

Industry-academia partnership scheme

- Enhance **sustainable cooperation** between both sectors on joint project
- 2-way **staff secondments / hosting of experienced researchers** from outside the partnership
- Organisation of **workshops/conferences**, including for researchers from outside the partnership
- Special measure: **equipment costs for SMEs**





Community Rese

Capacity programme: Realising the full Research potential of EU25

Objectives

- Strengthen **potential** of research groups in EU Convergence regions; Expand research **collaboration / international exposure / visibility** to provide the basis for participation as equal partners in the EU research arena

Main features

- Flexibility to **address specific needs**, e.g. transfer of knowledge, training, networking
- In-built **brain circulation**, avoiding « brain drain »
- Favouring **strategic partnerships** (twinnings)
- Funding of seconded researchers/visiting scientists; contribution to research costs incl. for specific equipment; participation in /organisation of conferences